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VISION ZERO Safety.Health.Wellbeing.	FORM	ALL MANAGEMENT LEVELS	OSH PROFESSIONALS	EMPLOYEES
QUANTITATIVE ASSESSMENTS OF CURRENT ORGANISATIONAL PREVENTION LEVEL ON WELL-BEING	Electronic questionnaires and workshops	✓	✓	✓
SELF-EVALUATION ON OWN ROLE AND EFFORT IN PROMOTION OF WELL-BEING	Electronic questionnaires and workshops	✓	✓	✓
PROACTIVE LEADING INDICATORS ON WELL-BEING	Strategic consultancy and workshops	✓	✓	✓
ROLES AND RESPONSIBILITIES ON WELL-BEING FOR EACH VISION ZERO 7 GOLDEN RULES	Strategic consultancy and workshops	✓	✓	✓

Certified Vision Zero training



Human House

Members of the ISSA Vision Zero Working Group on Wellbeing



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Switzerland

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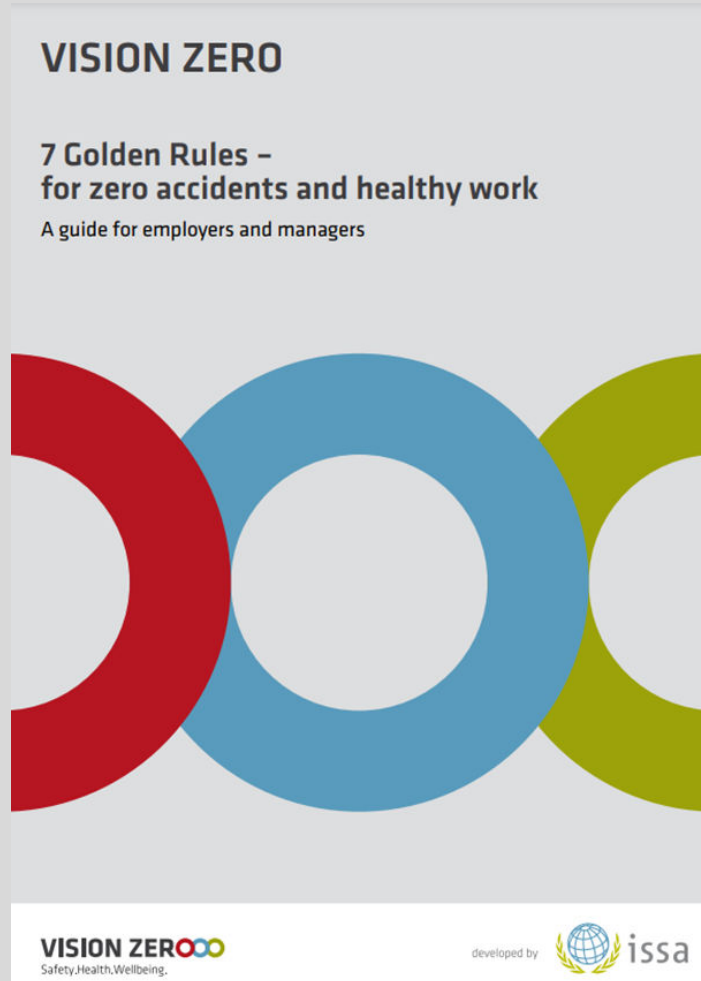
Dr. Helmut Nold
Diplom Psychologe, BG RCI



Nederlands

Dr. Noortje Wiezer
PEROSH TNO

ISSA Vision Zero guide - Wellbeing



The ISSA Vision Zero guide on wellbeing complements :

- The ISSA Guide for Vision Zero and its 7 Golden Rules for zero accidents and healthy work
- The ISSA Proactive Leading Indicators guide to measure and manage safety, health and wellbeing (SHW) at work
- The ISSA Guidelines on Workplace Health Promotion
- The ISO 45003 standard on psychological health and safety at work: Guidance on managing psychosocial risks
- The tools included in this Guide is applicable to organizations of all sizes and is meant to indicate the prevention level at which the organization is operating according to the Vision Zero Company Maturity Scale Model.

THE VISION ZERO COMPANY MATURITY SCALE MODEL

The prevention level on safety, health and wellbeing in the organisation

Which statement best suits your workplace?

- ☐ Safety, health and wellbeing is not a priority in our workplace
- ☐ There is only a focus on safety, health and wellbeing if a serious incident occurs or we have severe work-related sickness absence
- ☐ Safety, health and wellbeing is said to be a priority in everyday worklife, but sometimes more in words than in action
- ☐ Safety, health and wellbeing is a priority in daily work life, where words and actions match. My workplace continuously focuses on preventing safety, health and wellbeing problems before they occur
- ☐ Safety, health and wellbeing is a natural part of our business strategy and daily work. It is prioritized just as highly as business goals. There is a focus on creating the best workplace to attract and retain the best employees
- ☐ I do not know

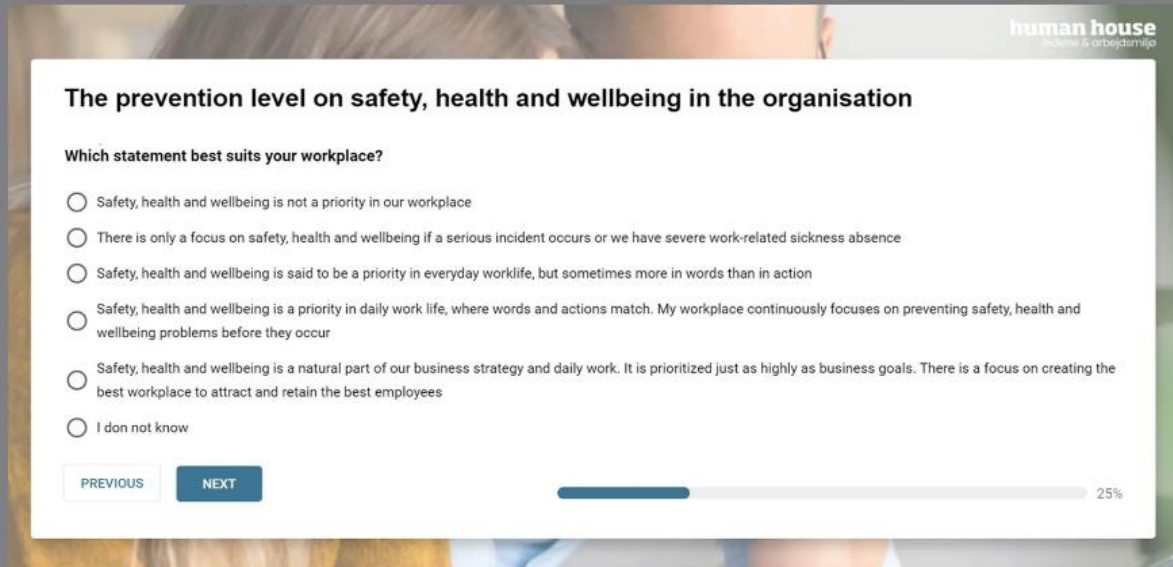
[PREVIOUS](#) [NEXT](#) 25%

Manager and Employee Assessments











- The Passive Level: Wellbeing is not a priority in the organisation
- The Reactive Level: The organisation only focuses on wellbeing in case of for example many stress incidents or conflicts
- The Active Level: Wellbeing is said to be a priority, but there is not always consistency between words and actions in the organisation
- The Proactive Level: The organisation prioritizes wellbeing and focuses on preventing wellbeing problems before they occur
- The Creative Level: Wellbeing is an integrated part of business leadership with an ongoing daily focus. There is a focus on creating the best workplace to attract and retain managers and employees

Quantitative measurement of the organisation's prevention level



The screenshot shows a digital questionnaire interface. At the top right, the 'human house' logo is visible. The main title of the questionnaire is 'The prevention level on safety, health and wellbeing in the organisation'. Below this, a sub-question asks 'Which statement best suits your workplace?'. There are six radio button options: 1. 'Safety, health and wellbeing is not a priority in our workplace', 2. 'There is only a focus on safety, health and wellbeing if a serious incident occurs or we have severe work-related sickness absence', 3. 'Safety, health and wellbeing is said to be a priority in everyday worklife, but sometimes more in words than in action', 4. 'Safety, health and wellbeing is a priority in daily work life, where words and actions match. My workplace continuously focuses on preventing safety, health and wellbeing problems before they occur', 5. 'Safety, health and wellbeing is a natural part of our business strategy and daily work. It is prioritized just as highly as business goals. There is a focus on creating the best workplace to attract and retain the best employees', and 6. 'I don not know'. At the bottom left, there are 'PREVIOUS' and 'NEXT' buttons. At the bottom right, a progress bar shows that 25% of the questionnaire has been completed.

- IT-based questionnaire distributed by e-mail, phone or paper
- 10 questions to be answered anonymously by managers and employees
- Available in English with the possibility of adapting to any language
- Questionnaire can be adapted to local conditions
- The questionnaire can be adapted specifically to both safety, health, and well-being

Vision Zero Golden Rules Scale 1-5 average		Employees	Managers	Senior Leadership Team	Total
	Prevention level	3.2	3.4	4.0	3.3
	1. Take leadership	3.4	3.3	4.2	3.4
	2. Identify hazards	3.5	3.6	4.3	3.6
	3. Define Targets	3.2	3.6	4.0	3.5
	4. Ensure a safe and healthy system	1.7	2.9	3.2	1.9
	5. Ensure safety and health in machines, equipments and workplaces	3.1	3.1	3.3	3.1
	6. Improve qualifications	1.9	2.1	3.1	2.2
	7. Invest in People	3.1	4.1	4.2	3.5

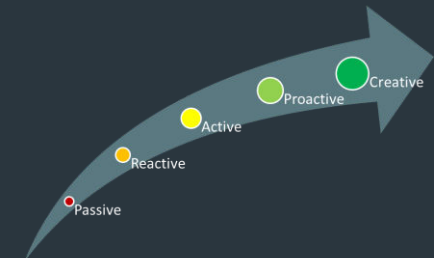
Mapping of company prevention level Overview of results


4.0-5.0


2.9-3.9


1.0-2.9

Prevention level 4.0-5.0 is the proactive level in accordance with Vision Zero, international research and practice as well as the sustainability agenda.




 **1. Take leadership** – demonstrate commitment to the wellbeing of both managers and employees


 **2. Identify hazards** – perform wellbeing risk assessments fx when planning organizational- and work changes

 **3. Define Targets** – develop proactive leading indicators on wellbeing

 **4. Ensure a safe and healthy system** – create an ethical framework on wellbeing

 **5. Ensure safety and health in machines, equipments and workplaces** - prevention through design of fx IT-systems

 **6. Improve qualifications** – develop manager and employee competences in relation to wellbeing

 **7. Invest in People** – involve employees systematically and regularly in wellbeing dialogues



https://visionzero.global/sites/default/files/2021-04/2-VZ_Indicators092020.pdf

Vision Zero	7 Golden Rules	Examples – Proactive Leading Indicators on wellbeing
	1. Take leadership Do managers demonstrate visible commitment to wellbeing?	<ul style="list-style-type: none"> Frequency of wellbeing as part of department meetings or 1-1 dialogues
	2. Identify hazards Do we manage and evaluate risks on wellbeing?	<ul style="list-style-type: none"> Number of risk assessments of organizational changes
	3. Define Targets Are wellbeing efforts evaluated in relation to defined goals?	<ul style="list-style-type: none"> Evaluation of objectives set on selected Workplace Assessment results (surveys)
	4. Ensure a safe and healthy system Is wellbeing included in start-up meetings?	<ul style="list-style-type: none"> Frequency of start-up meetings with well-being on the agenda (for example workload and collaboration in the group)
	5. Ensure safety and health in equipment and workplaces Is wellbeing included in procurement processes and design?	<ul style="list-style-type: none"> Frequency of wellbeing considerations included when investing in new IT solutions (for example requirements for complexity and learning of new processes)
	6. Improve qualifications Is wellbeing included in manager and employee education?	<ul style="list-style-type: none"> Number of education programs including well-being (for example stress prevention, guidelines for good manners, policies for abusive behavior - or current topics such as wellbeing in relation to Covid-19)
	7. Invest in People Are managers and employees recognized for good wellbeing behavior?	<ul style="list-style-type: none"> Number of knowledge sharing on good well-being initiatives and best practices

Top- and middle management Self-Assessment of leadership tasks on Wellbeing

Vision Zero Leadership Self Evaluation Test

- Fully implemented
- Room for improvement
- Action required



Name: _____

	Wellbeing	X
1.	I demonstrate the importance of mental well-being, set the standards, and serve as a role model for my managers and employees.	● ● ●
2.	Mental well-being takes precedence for me - in case of doubt I say "stop."	● ● ●
3.	I discuss mental well-being matters with my direct reports.	● ● ●
4.	My direct reports know how important mental well-being is to me. Procedures are followed equally by all managers and employees.	● ● ●
5.	I praise correct action and consistently address misconduct.	● ● ●
6.	I invest in mental well-being in the enterprise.	● ● ●
7.	My direct reports have sufficient time to do their work.	● ● ●
8.	I make sure that adequate means and a financial budget are provided to ensure mental well-being at work.	● ● ●

Take leadership and demonstrate commitment



Your leadership is decisive for a profitable business with wellbeing for managers and employees– both in word and action. You play an important role in sharing knowledge about best wellbeing practices and encouraging proactive thinking across the organization.

What are your leadership tasks?

- Act as role model on wellbeing
- Ensure sufficient resources are prioritized (time, competence and finance)
- Integrate the wellbeing mindset into all parts of business tasks
- Motivate and address misconduct
- Consider wellbeing when planning and delegating tasks to employees
- Continuously communicate the objective of wellbeing and engage in the dialogue about how to progress

Examples of leadership tools

- Manager walks (including wellbeing) – **PLI defined**
- Manager TALKS (teams and 1-1) – **PLI defined**
- Policies, procedures, instructions and guidelines on wellbeing (stress prevention, harassment) – **PLI defined**

Identify hazards - control risks



An important part of your leadership is to lead the timely and systematic identification of wellbeing risks and to implement preventive actions

What are your leadership tasks?

- Know and understand the main wellbeing risk factors in your area
- Be accountable for action plans to mitigate the risks
- Evaluate that initiatives are working
- Gather, implement and share learnings
- Ensure ongoing focus on wellbeing in the daily work and in connection with changes
- Consider how your decisions affect well-being in other parts of the organization

Examples of leadership tools

- Manager walks (including wellbeing) – **PLI defined**
- Manager TALKS (teams and 1-1) – **PLI defined**
- WPA, risk assessments and HS group meetings – **PLI defined**
- Root Cause Analysis resulting in preventing action plans
- Knowledge sharing of wellbeing incidents and actions

Define targets - develop programs



Your leadership is about defining clear goals and plan concrete steps for implementation and evaluation of wellbeing actions

What are your leadership tasks?

- Define targets and actions to handle identified wellbeing risks in your area
- Make sure all employees understand the targets - and how they contribute to the solutions
- Follow up on action plans
- Communicate results and learnings to employees and relevant stakeholders
- Include product managers, project managers etc. in targets and action plans

Examples of leadership tools

- Manager walks (including wellbeing) – **PLI defined**
- Manager TALKS (teams and 1-1) – **PLI defined**
- WPA, risk assessments and HS group meetings – **PLI defined**
- Knowledge sharing of wellbeing incidents and actions
- SafetyNet action plans

Development of IOSH Vision Zero Wellbeing Course

Certified Vision Zero training

VISION ZERO



Output

- Explain the concept of Vision Zero as a preventative strategy for wellbeing
- Define the principles of each of the 7 Golden Rules for wellbeing
- Identify the organization's current position on its journey towards Vision Zero on wellbeing
- Describe the benefits that adopting a Vision Zero strategy on wellbeing could bring to the organization
- Define the actions required to implement the Vision Zero strategy on wellbeing into the organization
- Identify the tools that are available to help you implement Vision Zero on wellbeing within the organization